

City of Greensboro
FY2016-2017 Police Sworn Salary Structure
Effective December 1, 2016 through November 30, 2017

			The 'Green Zone'															
Grade	Rank Level	Range Min	Control Point													Green Zone Max	110% to MAX	Range Max
P09	Police Chief	105,300	Subject to City's Merit/Probationary Increase Guidelines					124,956	Subject to City's Merit Guidelines					140,400	154,440	Subject to City's Merit Guidelines	175,500	
P08	Deputy Chief	81,000						96,120						108,000	118,800		135,000	
P07	Police Captain	67,500						80,100						90,000	99,000		112,500	
P06	Police Lieutenant	58,725						69,687						78,300	86,130		97,875	
Range Steps																		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	110% to MAX	Max
P05	Police Sergeant	54,480	55,993	57,507	59,020	60,533	62,047	63,560	65,073	66,587	68,100	69,462	70,824	72,186	73,548	74,910	Subject to City's Merit Guidelines	85,125
P04	Police Corporal	47,360	48,676	49,991	51,307	52,622	53,938	55,253	56,569	57,884	59,200	60,384	61,568	62,752	63,936	65,120		74,000
P03	Police Officer III	41,200	42,344	43,489	44,633	45,778	46,922	48,067	49,211	50,356	51,500	52,530	53,560	54,590	55,620	56,650		64,375
P02	Police Officer II	35,840	36,836	37,831	38,827	39,822	40,818	41,813	42,809	43,804	44,800	45,696	46,592	47,488	48,384	49,280		56,000
P01	Police Officer I					35,556	36,444	37,333	38,222	39,111	40,000	40,800						40,800

Step Rates by Percent Increase																Avg
P05		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	
P04		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P03		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P02		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P01						2.5%	2.4%	2.4%	2.3%	2.3%	2.0%					2.3%

Administrative Guidelines

- A. Frequency of step increases for PO I (P01) is every six (6) calendar months up to step 10; thereafter, all step increases are on an annual basis for those on Step 10, then frozen on Step 11.
- B. Frequency of step increases for PO II (P02) is every six (6) calendar months up to Step 10; thereafter, all step increases are on an annual basis for those on Step 10 and above.
- C. Frequency of step increases for all other nonexempt ranks (P03 through P05) is on an annual basis.
- D. An eligible employee may not move more than one step at a time.
- E. Normal promotional increase from PO I to PO II, or PO II to PO III, or PO III to Police Corporal is not to exceed 5% of current salary.
- F. Normal promotional increase from Police Corporal to Police Sergeant is not to exceed 10% of current salary.
- G. Normal promotional increase of two ranks (i.e., from PO II to Police Corporal or PO III to Police Sergeant) is not to exceed 10% of current salary.
- H. Normal promotional increase from Police Sergeant (P05) to exempt ranks of Police Lieutenant (P06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- I. Employees below Step 15 in the step system are ineligible for merit increases or lump sum merit awards in the City's annual Merit Award Program; employees at or above Step 15 are normally subject to the annual merit award eligibility guidelines.
- J. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- K. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- L. The initial step progression for all new recruits, following graduation, will be timed to coincide with the internal step processing cycle (e.g. normally July/December) without retroactivity or proration.
- M. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- N. All employees must be paid at least the range minimums of their assigned rank within the salary structure.
- O. Lateral hires from IN STATE that are credited with two years of service will be hired at Step 9 for Police Officer I (P01).